

# Diversity Steering Committee Meeting Summary

## March, 2006

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- This month's guest speakers were from Summa Associates, a work/life consulting firm. Summa Associates assisted the City of Phoenix in setting up a child-care center for their employees. In the partnership, the city provides the building, maintenance and utilities, while Summa Associates manages the center. In addition, the city provides a 20% discount to employees who enroll their children in the program. President and Founder, Karen Woodford, and Vice-President, Margaret Arnold-Rowells, provided the Steering Committee an overview of their company and their strategy for helping the City of Tempe establish a child-care facility for employees.
- Updates from the Diversity Steering Subcommittees:

### **ADA Programming/Training:**

- The Disability Task Force continues its goal of looking at how the city provides access to all of its services and will make recommendations if adjustments are necessary.
- The Tempe Learning Center is currently revamping the MST series and will work the ADA Programming committee to incorporate ADA training into MST.

### **Suggestions from Employee Task Force Reports:**

- The committee is still brainstorming the creation of an Employee Diversity Dialogue program to give employees an opportunity to voice opinions about the city's performance on diversity issues.

### **Focus on Women's Issues:**

- The committee continues to brainstorm possible responses to glass ceiling issues for women in their various occupations. They would like to see a gender bias section become part of MST.

**Women's Networking Program:**

- Although nothing has been officially decided, the committee would like to create and host a panel discussion, featuring women in the organization who have been able to rise through the ranks.

**LGBT Networking Program:**

- The committee continues to brainstorm ways to outreach to LGBT (Lesbian, Gay, Bisexual, Transgender) employees and allies in the city. The committee is reaching out to other organizations with similar programs to gather ideas and information.

**City-wide Recruitment Outreach:**

- The committee met to determine how to launch a city-wide recruitment team. They discussed the composition of the team, how often they would meet, and how the team should market Tempe.

**Leadership Development Day:**

- The committee would like to partner with the Tempe Professional Development Club to host a seminar. The seminar would be a half-day seminar, featuring three expert speakers to present on the topic of leadership.
- The *Employee Development Program through Mentorship* will be offered to city employees again in 2006. The 6-month program will launch June 1, 2006. Applications are being accepted now through April 28, 2006. Pairing will take place at the end of April and announced at the beginning of May. This year, participants will receive a personal leadership program packet at orientation. In addition, participants will be allowed to meet two hours each month on city time. For more information on the Mentoring Program, please visit the Diversity website at [www.tempe.gov/diversity](http://www.tempe.gov/diversity).